

## RANK MITCHELDEAN PLANT

### A Division of The Rank Organisation

#### The Division

Rank Mitcheldean Plant forms part of a large group of Companies and Divisions known as The Rank Organisation.

It is a light/medium electro/mechanical engineering factory engaged in the manufacturing of xerographic products in the Office Copier range.

#### History

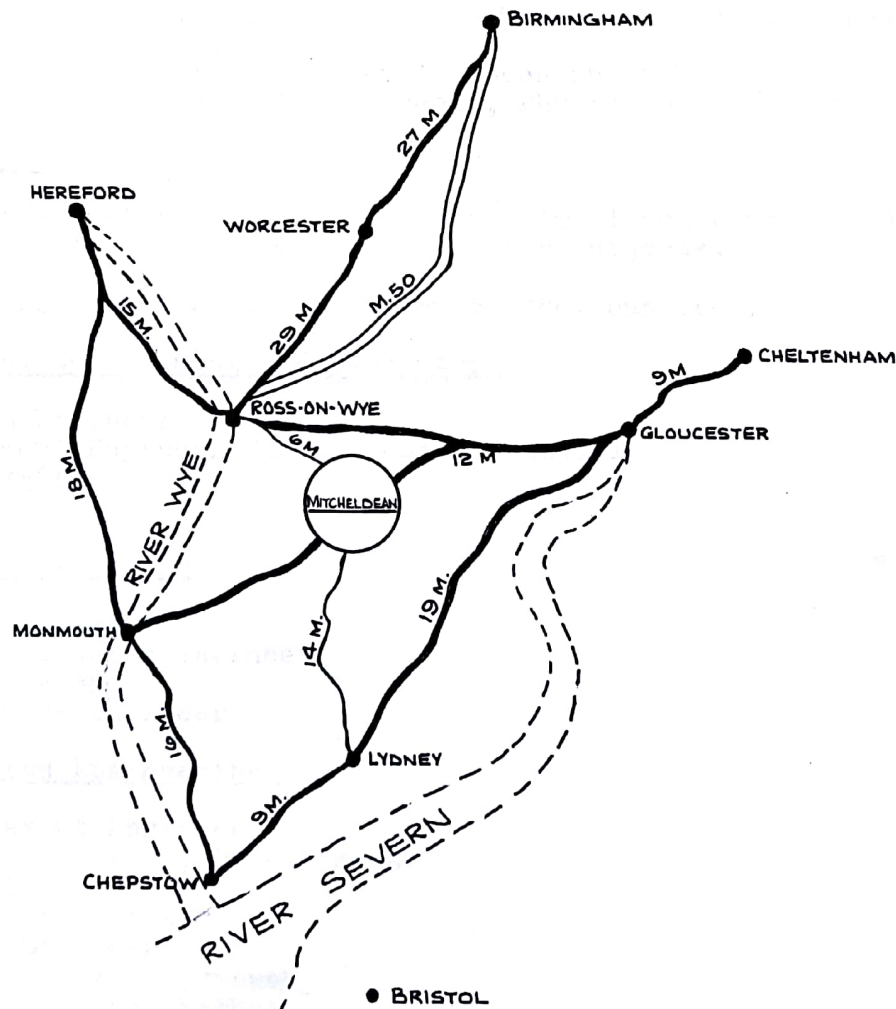
Its history has been one of over 20 years of expansion, culminating in the most modern functional and recreational facilities in the West of England.

#### Situation

The factory is situated in the West of Gloucestershire 'twixt the rivers Severn and Wye in the beautiful National Park of the Forest of Dean.

Mitcheldean itself being a village of some 1,000 inhabitants, nestling between the hills of rolling Gloucestershire countryside.

It is well served by roads and is adjacent to larger centres as illustrated.



## Product

The Division manufactures the Office Copier range of Rank/Xerox Products. Xerography is the revolutionary process of electro-static copying that operates without liquids, ink, film or darkroom, on ordinary writing paper, fully automatic.

### - And its needs

With employment of nearly 1,500 personnel there is continual need for engineers and technicians at all levels, and the rate of expansion is so rapid that opportunities for promotion are very good and anyone with ambition and ability is assured of a worthwhile career.

To a very large extent promotions are made within the Division and Training Courses are organised at every level to assist those anxious to make progress in acquiring the technical and managerial skills to the full scope of their power.

In an endeavour to cater for these needs Student Apprenticeship Schemes, each with its own specialised opportunities, are open to young men with the following qualifications:-

### Research, Development and Design, Production Engineering and General Engineering

Under 17½:- 'O' Level passes in Mathematics, English Language, Art or Technical Drawing, with either Physics, Physics with Chemistry, Chemistry or Mechanics.

Between 17½ and 18½:- 'A' level passes in Mathematics and Physics.

### Laboratory

Under 17½:- 'O' level passes in Mathematics, Physics, Chemistry and English Language.

Between 17½ and 18½:- 'A' level passes in Mathematics and at least one of the following subjects, Physics or Chemistry.

### Commercial

Applicants must be under 17½ and have 'O' level passes in Mathematics, English Language and two other subjects.

- and these are the Careers to which they can lead:-

### Research, Development and Laboratory

Research Engineer  
Development Engineer, Electro and Mechanical  
Metallurgist  
Chemist

### Design Engineering

Product Designer  
Process Planning Engineer  
Tool Designer  
Performance Engineer

### Production Engineering

Plant Layout Engineer  
Works Engineering, Draughtsman  
Production Control  
Work Study Engineer  
Project Engineer  
Quality Control Engineer  
Organisation and Methods Engineer

Commercial

Purchasing Officer  
Accountant  
Cost Estimator

General Apprenticeship - This scheme is for young men wishing to carry out a general engineering training.

ALL THE TRAINING SCHEMES COVER - APART FROM PRACTICAL TRAINING AND TECHNICAL EDUCATION - POST-APPRENTICESHIP TRAINING AND CHARACTER DEVELOPMENT.

Technical and Commercial Education

The Division's education policy is designed to encourage all young employees to undertake approved courses to the full extent of their ability at Technical Colleges or other similar institutions. Student Apprentices are expected, as a condition of employment, to attend Technical College and follow diligently such courses of technical and practical study as are prescribed by the Company.

Day Release Courses

Students usually take National Certificate Courses leading to membership of either the Mechanical, Electrical, or Production Engineering Institutions. Most Commercial Student Apprentices study for National Certificate examinations in Business Studies or for examinations leading to membership of the Institute of Cost and Works Accountants or the Purchasing Officers Association.

Sandwich Courses Higher National Diploma and Diploma in Technology

Promising student apprentices are given every opportunity to gain additional qualifications. Selected students attend full-time studies in order to gain the Higher National Diploma or Diploma in Technology.

The Company gives leave of absence with pay for both Day Release and Sandwich Course Students whilst attending College and in addition pays Course fees.

In addition the Division periodically offers Graduate Apprenticeships. Candidates should possess a degree or recognised diploma in Electrical or Mechanical Engineering and should preferably have taken an honours course. Emphasis is placed not only upon academic attainments but also upon those qualities of personality and character which are necessary for a successful career in industry.

Graduate Apprenticeships are offered for a probationary period of three months and when this has been successfully completed a service agreement may be entered into, to cover the remainder of the two years training period.